

Honorable Donald M. Middlebrooks
United States District Court Judge
701 Clematis Street
West Palm Beach, Florida 33401

I, Serra Kazancioglu, met Justin Wayne on May 2014 during my interview for Laboratory Supervisor of their new facility. I was at my previous employer for over five years with less than acceptable management therefore I knew my new employer really had to "wow" me. During this interview with Justin Wayne, I immediately had a great feeling about not only him personally but his character and I knew this is something I wanted to be a part of. I accepted the position almost immediately and began my professional relationship with Justin Wayne and the building of Smart Lab. During the initial phases of building Smart Lab, I was so impressed by his dedication to understanding the best way to set up the laboratory in order to provide the most quality results. Observing his interest in the countless hours of scientific meetings from equipment purchase to discussing test menu's only reaffirmed my respect for him and his dedication for the ultimate outcome. As someone who has extensive scientific background in the clinical field, I was impressed by the fact that he always wanted to make sure things were "done right" and not simply the easy way. One such example that stands out is when we interviewed multiple qualified individuals to set up the test menus for the laboratory. This process is high complexity, tedious and the outcome is dependent on the expertise of the individual performing it. When it came time to choosing the individual, Justin immediately chose the most qualified that would ensure that test menus were set up accurate and would make us as compliant as possible when obtaining the licensure. I found this to be yet another reassurance that I was working for an individual that was very dedicated to the business and would not cut corners. Over the course of 2 years, I had the pleasure of working with him side by side, and my respect for him only grew. Another great memory that comes to mind is when my father, who lives in Turkey, was visiting me. I was so proud of where I worked and who I worked for that I wanted my father to stop by to see all that we had done. During this visit, I was glad that my father was able to meet Justin and after the meeting he indicated to me that he was impressed. When it came time to hire employees, Justin valued the scientific expertise that his employees would bring to Smart Lab and always hired the best talent there could be. When went through laboratory inspections, I recall the inspector being very impressed by the facility, the talent it had attracted and the procedures put in place. I attribute this to our great partnership and Justin's continued support of me as the Laboratory Supervisor.

Unfortunately after two and a half years I had to end my career at Smart Lab because I was relocating to Chicago. When that opportunity came up, I did not take the change lightly as I was very dedicated to Smart Lab and its success. I had a boss that I admired

and looked up to; therefore I understood the rarity of that. I knew that I would always keep in touch with Justin because of the respect I had for him and this has been true to this day. I told him the day I left that if I ever moved back, I would love to work for him again and that I still believe to be true. There are many employers that are memorable for all the wrong reasons but I was lucky enough to have one for all the right reasons. I hope that everyone gets to be respected, heard and motivated by their employers the way I was when working with Justin. When I was given this opportunity to write this letter, not only did I not hesitate but it came so naturally to write it since I had observed countless admirable actions from Justin.

Thank you for allowing me to write this letter and share my feelings about Justin. I am thankful to have been able to share with you what a wonderful person he is and all the good he has done in my professional and personal life.

Sincerely,
Serra Kazancioglu